

I pledge to advocate for change to policies and practices that perpetuate institutional racism and inequities. - Annette Curbow, Health Compliance Officer

I pledge to continually educate myself on racism and racial equity, and to develop strategies and policies to breakdown long-standing racist institutional practices. - Joan Roman, Public Information Officer

I pledge to learn and practice until talking about race and racial equity with friends and co-workers becomes easier for me. - Juli Brazile, Town Clerk

I will lead by example by treating ALL people, regardless of their race with dignity and respect, and challenge my own assumptions.

I pledge to continue to learn about racism, to listen intently to diverse voices, and to focus on incorporating an anti-racist lens in my work in the school district.

- Julie Dunn, Director of Grants, Communications, and Title I

Make a pledge to Stand Against Racism

I pledge to partner with colleagues to work on an inter-department communication plan that is inclusive and anti-racist. - Charlotte Milan, Recycling Coordinator Department of Public Works

I will challenge my own internalized assumptions about race and ethnicity, and will strive to elevate the voices, experiences, and concerns of historically marginalized individuals in my work.

I pledge to learn more about how my department's policies support or harm communities of color in Arlington, and to work towards creating anti-racist policies that support and elevate marginalized groups in Town.

I will continuously work to make space to support and celebrate people of color, and uplift their voices. - Jill Harvey, DEI Director

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- Kelly Lynema, Senior Planner

- Anna Litten, Assistant Director of Libraries

This year YWCAs across Massachusetts have teamed up for our anti-racism campaign.



- I will support local businesses and nonprofits run by people of color.
- I will ensure an intersectional lens is included in my anti-racism work, one that considers identities such as gender, ability, socioeconomic class, citizenship status, and more.
- I will demand justice from local and national leadership in response to increasing anti-Black and anti-Asian racism.

